

East Providence Housing Authority

Executive Session

November 22, 2011

EXECUTIVE SESSION

At 6:20 PM, Chairman Smith suggested an executive session as allowed under the Rhode Island open meetings law to discuss Personnel & Employment, Contracts and the Executive Director's Search. Commissioner Stoddard made a motion with a second by Commissioner Vargas to go into executive session. The motion carried.

A draft contract for the new Executive Director was the subject of extensive discussions, with most Commissioners participating. Commissioner Vargas had concerns with a section offering "Longevity Incentives". Commissioner Stoddard raised concerns about the sentence that said "the Executive Director will be provided with the same percentage pay change and same benefit changes as are afforded other employees of the Authority..." Commissioner Braga questioned equal treatment of the Executive Director and Commissioner Faria had questions concerning the base pay offered in the draft. It was resolved to proceed and discuss the pending Union contract and other employee issues first, and then return to the Executive Director's contract issue.

Acting Director Tavares presented and explained the "Transition Agreement" that had been drafted and used to transition the Comptroller/Bookkeeper from a member of the bargaining unit to a non-union management employee. He indicated how the salary offered for that position influenced the suggested salary for the new Executive Director.

He then presented the status of the Union negotiations and presented the following for the Commissioner's ratification:

LOCAL UNION 1217 & EAST PROVIDENCE HOUSING AUTHORITY

1. Three year agreement from October 1, 2011 through September 30, 2014.
2. Fund LIUNA pension fund as per "Rehabilitation Plan" to allow for members to stay in preferred plan status.
3. Eyeglasses: Annual reimbursement from \$125 to \$150.00 or choice of Vision Care Insurance Plan.
4. Wage increases of 3.0% per year of agreement. Retroactive to 10/1/11
5. Life insurance: increase coverage to \$25,000.
6. With the effective date of this contract the positions of Bookkeeper/ Comptroller and that of Section 8 Coordinator will no longer be members and part of the bargaining unit. Be it further agreed that at any time during the first twelve months of this contract that the present holders of those two positions and not the actual positions, can return to the bargaining unit, preserving their individual seniority and bumping rights.

7. Will continue to offer employee health and dental insurance for full time employees with the employee obligated to pay 20% of premium or 4% of salary, whichever is less. The EPHA also agrees to establish a "Health Reimbursement Account" or other appropriate type vehicle to defray up to 50% of the employees required deductible payment.

A motion was made by Commissioner Vargas and seconded by Commissioner Faria to ratify the Union contract. The motion was passed unanimously.

They then returned to the Executive Director's contract issue. After much additional discussion and debate, a motion was made by Commissioner Faria, seconded by Commissioner Vargas to approve the proposed Executive Director's contract, amended to reflect a base salary of \$83,200.00 and to remove the section offering a "Longevity Incentive". On a voice vote the motion passed with Commissioners Diffley, Faria, Smith, Tillou and Vargas voting in favor and Commissioner's Braga and Stoddard voting against. The motion carried. Commissioner Braga requested the record to reflect that his "NO" vote only was in objection to removing the "Longevity Incentive" and Commissioner Stoddard requested the record to reflect that her "NO" vote was only in objection to the inclusion of the "Executive Director will be provided with the same percentage pay change and same benefit changes as are afforded other employees of the Authority..."

ADJOURNMENT

Commissioner Diffley moved to end the Executive Session and return to the open session, that motion was seconded by Commissioner Tillou and passed with a unanimous vote.

Respectfully submitted,

Paul J. Tavares
Acting Executive Director/Secretary
Transcribed by pjtavares